

*Emergency Recommendation  
to Mayor Hugh L. Addonizio*

July 24, 1963

I cannot even consider returning to City Hall until and unless the present Human Rights confusions are corrected, as follows:

1. All of the recommendations made by this Commission to the Mayor, Council, Police Department and Board of Education (and submitted to you by your staff for this special meeting) are to be acknowledged in writing with at least some indication of the action taken or anticipated in the immediate future.
2. The Newark Human Rights Commission becomes an independent and autonomous agency not responsible for clearance by the Corporation Counsel.
3. The immediate institution of a complete and thorough human relations training program for all members of the Newark Police Department, to be coordinated and controlled by a team of human rights specialists of the Essex County professionals in intergroup relations.
4. The two police members of the Commission and Paul Cavicchia are removed from the Commission in view of the stand they have taken which is inimical to better human rights in our City.
5. The Mayor appoints 5 new members who are sensitive to the human relations needs of Newark and who have status and prestige in this City.
6. The Human Rights Commission is provided with a monthly meeting place which is capable of seating its 15 members and suitable for accomodating audiences of more than 300 persons.
7. The Mayor restores the power of recruiting and selecting staff personnel to the Commission.
8. The City Council appropriates funds for 5 additional professionals as requested in various memos.

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9. All salary ranges proposed to the Mayor and Council in our first Memo of July 15, 1962, and as revised in our annual report for 1962, are now out of line with current going wages in this field and will of necessity have to be raised \$2,000 or \$3,000 per person across the board.

10. An Equal Employment Opportunities Coordinator is included on the staff of the Human Rights Commission to supervise all City contracts and to eliminate discrimination in business and industry in Newark.

11. The Newark Human Rights Commission is authorized by emergency resolutions to set up and furnish field offices in the Central and South Wards at once.

12. Adequate and proficient secretarial assistants shall be added to the Commission staff to fulfill the purposes and functions of the Newark Fair Practices Ordinance, considering the increased needs of 1963.

13. We can function without air-conditioning no better than the Mayor, his Deputies, assistants and administrators. We have requested and been refused electric typewriters for the past 4 years. The Newark Human Rights Commission has now become one of the more important agencies in this City. It now needs and deems the bare essentials of a 1963 progressive operation a pre-requisite to its continuing effectiveness.

14. All of the above is idle chatter without the leadership of a Director of many years' training and experience in this field. The only person in the United States who fits this description is now available. The Commission must request a salary range of \$18,000 to \$21,000 per year from the Mayor and Council in order to recruit George Schermer, who last month resigned from his post in Philadelphia at a salary of \$17,500.

Daniel S. Anthony